THE KPL PLAN
2019–2022

Kalamazoo
Public Library

PLANNING STRATEGIES

Key Priority 1: Engaging the Community

Goal 1: Create a more informed and integrated community by providing spaces and services which allow engagement with one another on civic and current issues.

• Train 5 staff to facilitate Community Conversations.

• Conduct 6 Community Conversations.

• Offer 6 civic programs annually (how to vote, file taxes).

• Create materials collections, displays, and resource lists that support civic issues.

Goal 2: Provide and curate local resources that will enable community members to have a deeper understanding and awareness of Kalamazoo, past and present.

• Organize a regional vital stats database.

• Offer local history resources and programs with a neighborhood focus at branch locations.

• Provide digitization services at all locations.

• Offer more digitally advanced and interactive delivery of local history.

Key Priority 2: Advancing Equity and Inclusion

Goal 1: Provide equal access to library services, collections, and programs to everyone in our community, free from barriers.

• Conduct an accessibility audit at all library locations.

• Investigate fine free borrowing structure.

• Develop a Person of Color scholarship program for local residents interested in pursuing a master's degree in Library and Information Science.

• Develop a High School Education for Employment system.

• Provide material delivery and outreach activities to underserved areas & patrons.

Goal 2: Develop and maintain an informed and compassionate library staff that reflects the makeup of our diverse community.

• Develop long-term strategy to remain a strong institutional example of an anti-racist organization committed to equity, diversity, and inclusion.

• Develop staff development curriculum.

• Add more peer navigator support to enhance service to patrons.

Key Priority 3: Inspiring Literacy, Learning, and Experiences

Goal 1: Provide opportunities for lifelong learning to create success in school, the workplace, and in life.

• Offer digital literacy opportunities.
• Offer life skills programs.
• Offer cultural programming.
• Identify new initiatives and opportunities to highlight literacy for all ages.

Goal 2: Provide opportunities and access for community members to be creative through hands-on experiences.

• Conduct experiential learning programs.
• Offer pop-up events/outdoor programming (using hands-on experience at an event to promote the library).
• Develop a Library of Things collection of non-traditional circulating items.
• Create learning opportunities that complement the Library of Things collection.